

**U.S. MISSION PANAMA  
VACANCY ANNOUNCEMENT  
ANNOUNCEMENT NUMBER: 15-35T  
TRAINING LEVEL**

**OPEN TO:** Current Employees of the Mission, U.S. Citizen Eligible Family Members (USEFMs), Eligible Family Members (EFMs), and Members of Household (MOHs) – All Agencies

**POSITION:** BAS/HVAC Controls Technician, **FSN-6\*; FP-8\*\***  
(Full Performance FSN-7/FP-7)

**OPENING DATE:** October 20, 2015

**CLOSING DATE:** November 12, 2015

**WORK HOURS:** Full-time; 40 hours/week

**SALARY:** \*Not-Ordinarily Resident (NOR): US\$36,353 p.a. (Starting salary)  
(Position Grade: FP-8)

\*\*Ordinarily Resident (OR): US\$13,121 p.a. (Starting salary)  
(Position Grade: FSN-6)

**NOTE: ALL ELIGIBLE FAMILY MEMBER (EFM) APPLICANTS (See Appendix A) DO NOT HAVE TO BE RESIDING IN COUNTRY TO BE CONSIDERED, BUT THE SPONSORING OFFICER UNDER COM AUTHORITY DOES HAVE TO BE OFFICIALLY ASSIGNED TO POST.**

**NOTE: ALL ORDINARILY RESIDENT (OR) APPLICANTS (See Appendix A) MUST HAVE THE REQUIRED WORK AND RESIDENCY PERMITS ATTACHED TO THE APPLICATION TO BE ELIGIBLE FOR CONSIDERATION.**

**Applicants applying for Vacancy Announcements #15-35 or #15-35T, will be considered for Vacancy Announcements #15-35 and #15-35T. Therefore, applicants need only apply for one of these two Vacancy Announcements to be considered.**

The U.S. Mission in Panama is seeking eligible and qualified applicants for the position of BAS/HVAC Controls Technician in the Facilities section.

**BASIC FUNCTION OF POSITION**

Incumbent will carry out skilled maintenance and repair work throughout the US Embassy Compound buildings, grounds and residential owned/leased properties. The incumbent specializes in HVAC control systems of automated equipment and assisting in the programming

control sequences, control devices and their interface with the Building Automation System (BAS) to maintain optimized system performance and equipment maintenance.

A copy of the complete position description listing all duties and responsibilities is available on the Human Resources website: [http://panama.usembassy.gov/job\\_opportunities.html](http://panama.usembassy.gov/job_opportunities.html)

## QUALIFICATIONS REQUIRED

**NOTE: Although some of the information below has been provided in your application, all candidates must still address each qualification/requirement listed below with specific and comprehensive information supporting each item, on a separate sheet of paper. Failure to do so may result in a determination that the applicant is not qualified.**

1. **Education:** Completion of secondary or vocational school is required.
2. **Experience:** Three (3) years of experience as a Heating, Ventilation and Air Conditioning (HVAC) technician is required. A minimum of two (2) years of experience working in a large, modern, commercial or Government office building in operations and maintenance is required.
3. **Language:** Level III (Good Working Knowledge) Speaking/Reading/Writing English language is required. Level III (Good Working Knowledge) Speaking/Reading/Writing Spanish language is required. (Testing will be conducted to determine the qualifications).
4. **Job Knowledge:** Must have good working knowledge of building mechanical control systems (structure and design), direct digital control technology, devices and sequence of controls. Must be familiar with international building, mechanical codes to be able to perform installation, maintenance, and repair work to meet code requirements. A general knowledge of building systems and operations, mechanical principles and theories, and familiarization of the proper use and hazards of chemical materials is required. Knowledge of normal, standby, and emergency modes of building systems is required. (Testing may be conducted to determine the qualifications. (Testing may be conducted to determine the qualifications).
5. **Computer Skills:** Must be proficient in the use of Microsoft Office Suite applications and AutoCad is required. (Testing may be conducted to determine the qualifications).
6. **Skills and Abilities:** Must be able to test mechanical components and taking equipment readings with various meters, hand tools, power tools, and specialty tools to determine appropriate repairs. Must be able to use tools of the trade in order to install, troubleshoot and repair building mechanical control automated systems and all associated devices. Must be able to work with building systems powered by emergency standby generator, distinguishing frequencies and sounds, color codes and odors in the operation of equipment in order to troubleshoot for repairs. Must have excellent interpersonal skills and be able to handle a large workload and multiple tasks. **Must possess a valid Panamanian driver license (Type C), a good driving record and at least five years as a licensed driver**

## **SELECTION PROCESS**

When qualified, applicants who are U.S. Citizen Eligible Family Members (USEFMs) and/or preference-eligible U.S. Veterans are given preference in hiring. Therefore, it is essential that these applicants make themselves known as having a hiring preference and specifically address the required qualifications above in their application, including mentioning USEFM or Veteran status.

### **HIRING PREFERENCE ORDER:**

- 1) USEFM who is ALSO a preference-eligible U.S. Veteran
- 2) USEFM OR a preference-eligible U.S. Veteran
- 3) FS on LWOP

### **ADDITIONAL SELECTION CRITERIA**

1. **The candidate must be able to obtain the required license from an accredited institution or from the Junta Tecnica de Ingenieria y Arquitectura de Panama within one year from the date of hiring**
2. **In accordance to U.S. Government regulations, every incidental GOV operator shall meet a minimum of five years as a licensed driver**
3. Management may consider the following when determining successful candidacy: nepotism, conflict of interest, budget, and residency status.
4. Current Ordinarily Resident employees serving a probationary period are not eligible to apply.
5. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
6. Currently employed US Citizens EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
7. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised position within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

## **HOW TO APPLY**

Interested candidates for this position must submit the following documents to be considered:

1. Universal Application for Employment (UAE) (Form DS-174), which is available on our website; plus,
2. Applicants claiming a U.S. Veteran's preference must submit written documentation confirming eligibility (e.g., Member Copy 4 of Form DD-214, Letter from the Veteran's Administration, or certification documenting eligibility under the VOW Act with an expected discharge no later than 120 days after the certification is submitted) by the closing date of the vacancy announcement. If the written documentation confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veteran's preference will not be considered in the application process.
3. All Ordinarily Residents (OR) must provide work and residency permits.
4. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

### **SUBMIT APPLICATION TO**

Human Resources Office – Vacancy Announcement No. 15-35T

NEC Building # 783

Demetrio Basilio Lakas Avenue

Monday through Thursday from 8:00 a.m. to 12:00 noon

2:00 p.m. to 4:00 p.m.

Friday from

8:00 a.m. to 12:00 noon

or

Via email to: [panamaembjobs@state.gov](mailto:panamaembjobs@state.gov)

Subject line: 15-35T BAS/HVAC CONTROLS TECHNICIAN (TRAINING LEVEL)

### **POINT OF CONTACT**

Human Resources Office

FAX: (507) 207-7011

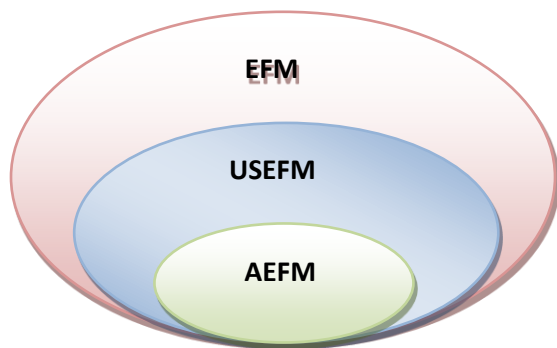
Email address: [panamaembjobs@state.gov](mailto:panamaembjobs@state.gov)

**CLOSING DATE FOR THIS POSITION: November 12, 2015**

The US Mission Panama provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

## Appendix A DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.- citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

- 1) **Eligible Family Member (EFM):** An EFM for employment purposes is defined an individual who meets **all** of the following criteria:
- U.S. Citizen or not a U.S. Citizen; **and**
  - Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)); **or**
  - Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term “child” shall include, in addition to natural offspring, stepchild, adopted child, and a child under legal guardianship of employee, spouse or same-sex domestic partner when such child is expected to be under legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian; **or**
  - Parent (including stepparents and legally adoptive parents) of the employee, spouse, or same-sex domestic partner, when such parent is at least 51 percent dependent on the employee for support; **or**
  - Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, spouse, or same-sex domestic partner when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support; **and**

- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Is under chief of mission authority

**2) U.S. Citizen Eligible Family Member (USEFM):** A USEFM is an individual who meets **all** of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; and resides at the sponsoring employee's post of assignment abroad, or as appropriate, at an office of the American Institute in Taiwan; and is under chief of mission authority; **or**
- Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2; **or**
- Currently receives a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

**3) Appointment Eligible Family Member (AEFM):** An AEFM is an individual who meets **all** of the following criteria:

- Is a U.S. citizen; **and**
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Is listed on the travel orders or approved Form [OF-126](#) of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan (AIT); **and**
- Is under chief of mission authority; **and**
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Does NOT currently receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

**4) Member of Household (MOH):** A MOH is an individual who meets **all** of the following criteria:

- A MOH is someone who accompanies or joins a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; **and**
- A MOH must be officially declared to the COM by the sponsoring employee as part of his/her household; **and**
- A MOH is under COM authority;
- A MOH may include a parent, unmarried partner, other relative, or adult child;
- A MOH may or may not be a U.S. Citizen;
- A MOH is **not** an EFM;
- A MOH is **not** listed on the travel orders or approved Form OF-126 of a sponsoring employee.

**5) Not Ordinarily Resident (NOR)** – An individual who meets the following criteria:

- An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned or stationed abroad, or as appropriate, at an office of the American Institute in Taiwan; **or**
- Has diplomatic privileges and immunities; **and**
- Is eligible for compensation under the FS or GS salary schedule; **and**
- Is **not** a citizen of the host country; **and**
- Does **not** ordinarily reside in the host country; **and**
- Is **not** subject to host country employment and tax laws; **and**
- Has a U.S. Social Security Number (SSN).

**6) Ordinarily Resident (OR)** – An individual who meets the following criteria:

- A citizen of the host country; **or**
- A non-citizen of the host country (including a U.S. citizen or a third-country national) who is locally resident and has legal and/or permanent resident status within the host country and/or who is a holder of a non-diplomatic visa/work and/or residency permit; **and/or**
- Is subject to host country employment and tax laws.

Cleared:

FMS: JWalker

HRO: WWilliams

HRS: MDevega

FMO: MCurtis